

NCO EVALUATION REPORT						FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.		
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.								
PART I - ADMINISTRATIVE DATA								
a. NAME (Last, First, Middle Initial)			b. SSN		c. RANK		d. DATE OF RANK	
[REDACTED]			[REDACTED]		SSG ()		20060522	
f.1. UNIT ORG.			STATION		ZIP CODE OR APO		e. PMOSC	
Recruiting & Retention Command, ARNG, Camp Robinson, NLR, AR 72199					f.2. STATUS CODE		42A34	
g. REASON FOR SUBMISSION			02 ANNUAL					
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS		m. UIC	
FROM	THRU				(gov or .mil)		n. CMD CODE	
YEAR MONTH DAY	YEAR MONTH DAY						o. PSB CODE	
20101001	20110930	12	0	0	[REDACTED]		W777AO NG	
PART II - AUTHENTICATION								
a. NAME OF RATER (Last, First, Middle Initial)			SSN		SIGNATURE		DATE (YYYYMMDD)	
[REDACTED]			[REDACTED]		[REDACTED]		20111006	
RANK		PMOSC/BRANCH	ORGANIZATION		DUTY ASSIGNMENT		RATER'S APO EMAIL ADDRESS (gov. or .mil)	
MSG		79T5P2S	Co A, RRBN		1st Plt PSG		[REDACTED]	
b. NAME OF SENIOR RATER (Last, First, Middle Initial)			SSN		SIGNATURE		DATE (YYYYMMDD)	
[REDACTED]			[REDACTED]		[REDACTED]		20111013	
RANK		PMOSC/BRANCH	ORGANIZATION		DUTY ASSIGNMENT		SENIOR RATER'S APO EMAIL ADDRESS (gov. or .mil)	
MAJ		11A	Co A, RRBN		Co Commander		[REDACTED]	
c. NAME OF REVIEWER (Last, First, Middle Initial)			SSN		SIGNATURE		DATE (YYYYMMDD)	
[REDACTED]			[REDACTED]		[REDACTED]		20111025	
RANK		PMOSC/BRANCH	ORGANIZATION		DUTY ASSIGNMENT		REVIEWER'S APO EMAIL ADDRESS (gov. or .mil)	
LTC		11A	Recruiting and Retention Bn		Bn Commander		[REDACTED]	
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)								
e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IV are correct. I am aware of the appeals process of AR 623-3.					SIGNATURE		DATE (YYYYMMDD)	
					[REDACTED]		20111101	
PART III - DUTY DESCRIPTION (Rater)								
a. PRINCIPAL DUTY TITLE					b. DUTY MOSC			
Recruiting and Retention NCO					79T40			
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)								
Contact, counsel, and process qualified applicants for enlistment, reenlistment and extension of enlistment into the Army National Guard. Works closely with the unit commanders and unit personnel to ensure that a coordinated effort is made toward strength readiness objectives.								
d. AREAS OF SPECIAL EMPHASIS								
Recruit Sustainment Program, High School Recruiting Program, College Recruiting Program								
e. APPOINTED DUTIES								
Recruit Sustainment Program Cadre								
f. COUNSELING DATES		INITIAL	LATER	LATER	LATER			
		20101003	20110104	20110402	20110706			
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)								
a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)								
V A L U E S	Loyalty	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other soldiers.					<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Duty	2. DUTY: Fulfills their obligations.					<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Respect	3. RESPECT/EO/EEO: Treats people as they should be treated.					<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Selfless-Service	4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.					<input checked="" type="checkbox"/>	<input type="checkbox"/>
		5. HONOR: Lives up to all the Army values.					<input checked="" type="checkbox"/>	<input type="checkbox"/>
		6. INTEGRITY: Does what is right - legally and morally.					<input checked="" type="checkbox"/>	<input type="checkbox"/>
		7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).					<input checked="" type="checkbox"/>	<input type="checkbox"/>
		Bullet comments						
o always gives 100% to ensure mission accomplishment								
o outstanding problem solver; dynamic planner and organizer								
o committed to excellence and exudes quality in all actions and assigned tasks								

RATED NCO'S NAME (Last, First, Middle Initial) + [REDACTED]		SSN [REDACTED]	THRU DATE 20110930 +
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES			
b. COMPETENCE o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS (Meets std) <input type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> </div> </div>		o achieved 109% of FY11 assigned mission o task oriented and detail minded; completes assignments to the fullest while staying focused to make sound and thoughtful decisions o has outstanding organizational skills; maximizes limited resources to create excellent results	
c. PHYSICAL FITNESS & MILITARY BEARING o Mental and physical toughness o Endurance and stamina to sustain distance o Displaying confidence and enthusiasm; looks like a soldier <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE (Exceeds std) <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS (Meets std) <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> </div> </div>		<div style="display: flex; justify-content: space-between;"> <div>APFT PASS</div> <div>20110428</div> <div>HEIGHT/WEIGHT 65 / 119</div> <div>YES</div> </div> o excellent mental and physical abilities; displayed strong stamina o demands and enforces high standards of her soldier's appearance o consistently displayed a positive attitude and high level of confidence	
d. LEADERSHIP o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE (Exceeds std) <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS (Meets std) <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> </div> </div>		o accomplished the harder right instead of the easier wrong o knowledge, experience and military bearing make her a role model NCO o out front leader; puts forth the effort to ensure mission accomplishment o demonstrates sound and mature judgment	
e. TRAINING o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE (Exceeds std) <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS (Meets std) <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> </div> </div>		o encourages a positive training environment by promoting teamwork o willingly shares her knowledge and insight o dynamic teaching skills; motivates RSP soldiers to excel in training o ensured RSP soldiers were properly trained and prepared for IADT	
f. RESPONSIBILITY & ACCOUNTABILITY o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE (Exceeds std) <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS (Meets std) <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> </div> </div>		o inspires growth and advancement in subordinates o ensures all equipment is on hand and serviceable o takes responsibility for her actions no matter the circumstance	
PART V - OVERALL PERFORMANCE AND POTENTIAL			
a. RATER Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> AMONG THE BEST <input type="checkbox"/> </div> <div style="text-align: center;"> FULLY CAPABLE <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> MARGINAL <input type="checkbox"/> </div> </div>		e. SENIOR RATER BULLET COMMENTS o has clearly demonstrated the potential for increased responsibility o true professional; totally dedicated to unit and mission o capable of excelling, no matter what position she holds	
b. RATER List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. RRRNCO MEPS Guidance Counselor Automation NCO			
c. SENIOR RATER Overall performance <div style="display: flex; justify-content: space-around;"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div> <div style="display: flex; justify-content: space-around; font-size: small;"> 1 Successful 2 3 4 Fair 5 Poor </div>		d. SENIOR RATER Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; justify-content: space-around;"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div> <div style="display: flex; justify-content: space-around; font-size: small;"> 1 Superior 2 3 4 Fair 5 Poor </div>	